

GOVERNMENT OF TELANGANA

ABSTRACT

Minimum Wages - The Minimum Wages Act, 1948 (Central Act XI of 1948) – Revision of minimum rates of wages in the Employment in “**PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Preliminary Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LABOUR-I) DEPARTMENT

G.O.Rt.No.54

Dated.29.01.2024

Read the following:

1. G.O.Ms.No.69, Labour, Employment, Training and Factories (Lab.II) Department Dt. 08.12.2011, Published in Gazette No. 82, Dt. 02.02.2012.
2. From the Director of Labour, Telangana, Hyderabad, Lr.No. DOL-H1/MW/1/2024-H SECTION, Dt.29.01.2024.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette Dated: **30.01.2024**.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Director of Labour, Telangana, Hyderabad.

The Director of Labour, Telangana, Hyderabad.

All District Collectors, through Director of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:-

The Spl. Secy. to C.M.

The Law (B) Department.

Sf/Sc

//FORWARDED:: BY ORDER//

SECTION OFFICER

...Contd.2.

PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule annexed to this notification payable to the each category of employees specified in the corresponding entry in column (2) thereof and employed in the employment in “**PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), which is proposed to make in exercise of the powers conferred by sub-section(1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Special Chief Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana through the Director of Labour, Telangana, Hyderabad.

...Contd.3.

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ANNEXURE

(to G.O.Rt.No.54, LET&F (Lab-I) Dept., dated: 29.01.2024)

SCHEDULE

PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY													
Sl. No	Category of the Employee	Basic Wage proposed in the draft notification at 1768 CPI points						Cost of living allowance to be paid per each point of increase (in Rs.)					
		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory	
1	2	3						4					
		Zone-I	Zone-II	Zone-I	Zone- II	Zone- I	Zone- II	Zone-I	Zone -II	Zone-I	Zone-II	Zone-I	Zone- II

2	Skilled (Grade-B):- Operator, Cuilloine Operator, Sampleman, Drillers, Electrician, Pump Attendant, Fitter Gr.II, Mechanic.II, Carpenter Gr.II, Moulder Gr.II, Blacksmith Gr.II, Welder Gr.II, Kalasi, Instrument Mechanic Gr.II, Grander Stone Crusher, Furnisher, Boiler Attendant Gr.II, Asst.Chemist, Draftsman, Turner, Turoine Operator Gr.II, Plumber Gr.II, Winder Gr.II, Sharper, Fabricator Attendant (Steam Control, Bleaching Digester, Furnace range), Electrician, Turner/Mechanist, Attender, Knife Grinder, Chipper, Calender and rope real rewinder, Cutter Machine, Cuillotine Machine, Boiler Turbine, Evaparator, D.M.Plant, Sueprvisor (Finishing work, Stock room, Soda Recovery, Chemist etc.,) Blue Print Operator, Maistry cum Brosser Assistant, Inspector, Kalasi, Jamedar, Maistry, Fireglass Liner, Miller, Compositor, Wireman, Switch Board Operator etc.,	15643	14925	15643	14925	15262	14726	8.85	8.44	8.85	8.44	8.63	8.33
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SI.No	Category of the Employee	Basic Wage						VDA					
		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory	
1	2	3						4					
		Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II
3	Semi Skilled (Grade.C):- Laboratory Boys, Asst.Operator, Hammer Man, Mechanic Gr.III, Asst.Painter, Asst.Mason, Asst.Carpenter, Asst.Moulder, Store and Yard Boys, Finishers, Weighman and Cilman, Sardar, Attendant Chipper Oprator, Kinfe Grinder, Screening Tracer, Dye preparation, Size kitchen Chemical godown dyers and size press, rewinder, Cutter machine, Spout, Furnace range, Hiptop, Hipo bottom, Chloring Grassifier, Mul Filler, Testers, Effuent Sample, Water Carrier, Blacksmith, Kalasi, Plumber, Painter, Attendant (DFigester house bottom pulp mill, button, Chip, Silo pulper, Wire boy, Stamper and maker, Ash Coal, Draf and Scrapper, Wile liquor, Pump and plancing mukadam, Crane Driver, Press boy, Wet Boy, Asst.Compositor, Builder, Valva Operator, Asst.Checker, Pressman, Fireman, Kalasi, Pointsman, Water Pump Attendant, Feed Pump Attendant, Moulder, Helper, Asst.Welder, Asst.Turner, Asst.Fitter, Dryer, Attendant etc., Asst.Knife Changer, Asst.Digester, Cook, Asst.Washing Operator, Asst.Screening Operator, Asst.Bleach Plant Operator, Rag Breaker Attendant, Rag Beater Attendant, Rag Boiler Attendant.	15215	14590	15215	14590	14765	14274	8.61	8.25	8.61	8.25	8.35	8.07

Sl .No	Category of the Employee	Basic Wage						VDA					
		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory	
1	2	3						4					
		Zone-I	Zone- II	Zone-I	Zone- II	Zone-I	Zone- II	Zone- I	Zone- -II	Zone-I	Zone- II	Zone- I	Zone-II
4	Unskilled (Grade.D):- Casual Labour in loading and unloading operations including chemicals and in Bamboo yard, Chipper house feeding, brokefeeding finishing, lime supply, Paper Machine broke housing, Fitter house broker, rensing reem packing, Paper godown, Lime remover, Coal Feeding, Waste Paper binding and in other operations and similar operations, Token Boys, Sample Boys, Sample Petrol Bunk Attendant, Truck Boy etc., Mazdoor, Lableman, Attendant, Helpers, Cleaners, Sweepers, Scavenger, Chowkidars, Watchman and Ward Security Sardar or Guards (Whether by Contract or otherwise direct payment by management)	14612	14027	14612	14027	14234	13731	8.26	7.93	8.26	7.93	8.05	7.77
5	OFFICE STAFF:-												
1	Manager/ Superintendent	16803	15883	16803	15883	16408	15677	9.50	8.98	9.50	8.98	9.28	8.87
2	Accountant/ Senior Assistant (Accounts Personnel, Purchase material etc.,)	15643	14925	15643	14925	15262	14726	8.85	8.44	8.85	8.44	8.63	8.33
3	Clerk, Typist, Statistical Assistant, Cashier, Stenographer Office Assistant, Accounts Time Keepers, E.S.I. Stores Purchase.	15215	14590	15215	14590	14765	14274	8.61	8.25	8.61	8.25	8.35	8.07
4	Office Attendants (Unskilled)	14612	14027	14612	14027	14234	13731	8.26	7.93	8.26	7.93	8.05	7.77

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at **1768** points (Base Year 1982=100 series). The Director of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above **1768** points are specified at Col.No.4 against each category in the schedule.

NOTE:-

1. To arrive at a daily wage, the monthly wage shall be divided by 26, which includes the rest day wages
2. If any of the category piece rate wages are in vogue, the wage shall be paid at not less than the minimum time rate wages fixed for that clause by day or by month as the case may be.
3. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Paper and allied industries means any paper manufactured from Wood Pulp, Straw Buggasi, Jute Pulp or any other raw material.
6. Paper Board means any material used for manufacturing board using Wood Pulp, Straw Buggasi, Jute Pulp or any other raw material.
7. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
(b) Semi skilled work is one which involves some degree of skill or components acquired through experience on the job and which is capable of being performed under supervisor of guidance of a skilled employer and includes skilled supervisory work.
(c) Skilled work is one, which involves skill or compliance acquired through experience on the job through training as on apprentice in a technical or vocational institute and the performance of which calls for initiative and judgments.
8. Zone-I Comprises of
 - a) All municipal Corporations in the State.
 - b) All Sections Grade of Special Grade MunicipalitiesZone-II Comprises of the rest of the areas in the State.

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT